



COUNDON  
COURT

# SEMH Mentor Recruitment Pack





## BUILDING BRIGHTER FUTURES



Our story is one of moral purpose. We are a learning community where everyone works collaboratively to plan, spread expertise and tackle challenges together — always focused on putting the needs of our students first. Together we build brighter futures.

### **Our Mission**

We aim to make a difference by raising the horizons and ambitions of everyone who learns, works, and lives within our diverse communities.

### **Our Values**

The Trust is committed to building brighter futures. This commitment is underpinned by three core values:

- Student's first
- It's about learning
- No barriers

### **Join Us**

This is an exciting time to become part of The Futures Trust. Every role here is more than a job — it's real, impactful work that makes a meaningful difference in the lives of our students and their communities. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn, grow, and truly change lives.



4

Primary Schools



6

Secondary Schools



9000+

Students



1300+

Staff



## Thank you for considering a career with The Futures Trust.

We are delighted to provide you with this recruitment pack, designed to offer all the information you need to embark on a rewarding journey with us.

# Chris Heal

Head Teacher



Coundon Court School is a thriving school that is committed to Building Brighter Futures for all of its students.

Every decision we make is about the young people we serve, their learning experience and their personal development. We are looking to expand our team of talented professionals who excel in their field to help us on the next phase of our exciting journey.

**We look forward to hearing from you.**



## ▼ Job Details

JOB TITLE	SEMH MENTOR
OPPORTUNITY	<p>We are seeking to appoint an excellent SEMH Mentor to work under the direction of the Inclusion Manager to ensure all students who require it have access to SEMH support when they need it. They will undertake specific work before school, at break and after school where appropriate. Provide one-to-one mentoring, group mentoring and academic support to students in Student Services who are experiencing a range of SEMH barriers to their learning. Support students in accessing their lessons where necessary.</p>
REPORTING TO	Assistant Principal – Inclusion
LOCATION	Based at Coundon Court School with a requirement to travel to work at or for schools in the Trust.
SALARY / HOURS	<p>PAS Grade 5    £28,884 - £34,792 Full Time Equivalent                                     £25,064 - £30,191 Pro Rata</p> <p>37 hours per week / 39 weeks per annum</p> <p>Monday – Thursday: 8.00 am – 4.00 pm            Friday: 8.00 am – 3.30 pm</p>
BENEFITS ENHANCING WORKING LIVES	<ul style="list-style-type: none"> <li>- Competitive rates of pay</li> <li>- Professional development opportunities</li> <li>- Career pathways across the Trust</li> <li>- Teacher / Local Authority Pension Scheme</li> <li>- Online retail discount</li> <li>- Employee Assistance Programme</li> <li>- Family Friendly policies to support family &amp; carer commitments</li> <li>- Flexible Working Arrangements</li> </ul> <p><a href="http://www.thefuturestrust.org.uk/why-work-for-the-futures-trust">www.thefuturestrust.org.uk/why-work-for-the-futures-trust</a></p>



## Job Description

### **Job Purpose:**

To work under the direction of the Inclusion Manager to ensure all students who require it have access to SEMH support when they need it. To undertake specific work before school, at break and after school where appropriate. Provide one-to-one mentoring, group mentoring and academic support to students in Student Services who are experiencing a range of SEMH barriers to their learning. Support students in accessing their lessons where necessary.

### **Duties and responsibilities:**

#### **Key Responsibilities:**

- Provide targeted social, emotional and mental health (SEMH) support to identified students.
- Build positive, trusting relationships with students to support engagement, wellbeing, and progress.
- Deliver 1:1 and small group interventions focused on emotional regulation, behaviour, and resilience.
- Support students in managing behaviour and accessing learning successfully in school.
- Work closely with the Student Services team and Inclusion Team to implement agreed support strategies.
- Monitor and track student progress, providing feedback on impact and next steps.
- Support students during key times of the day, including transitions, unstructured periods, and reintegration into lessons.
- Use de-escalation strategies and restorative approaches to manage challenging situations.
- Promote positive behaviour and model appropriate social interactions.
- Liaise with teaching staff, Year Teams, parents and pastoral leaders to ensure consistent support for students.
- Maintain accurate records of interventions, incidents, and student progress in line with school systems.
- Support safeguarding procedures by reporting concerns promptly and following school policy.
- Work under the direction of the Student Services Lead / Inclusion Team, contributing to whole-school pastoral and inclusion priorities.
- Engage in relevant training and professional development related to SEMH and behaviour support.



## **Duties and Responsibilities Continued:**

### **Whole school and wider responsibilities**

- Work alongside the school office to ensure student records are accurate.
- Assist in the implementation of all school policies and procedures where appropriate, for example, equal opportunities, Health and Safety etc.
- To participate in the planning and delivery of small group intervention activities.
- Log on CPOMS all behaviour, attendance and safeguarding concerns.

### **Professional Characteristics**

- Demonstrate integrity and a commitment to working with our young people.
- Support a climate which enables staff to develop, challenge and support each other.
- Mentor and coach students to develop confidence and a positive attitude.
- Communicate effectively both within and beyond the school community.
- Be a positive role model for young people.
- Identify your own personal and professional development needs and seek to achieve your own challenging appraisal objectives.
- Build and maintain effective professional relationships with internal and external colleagues.



## Person Specification

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> <li>• GCSE or equivalent in English and/or Maths</li> <li>• Evidence of higher level qualification is desirable</li> <li>• Ideally in possession of or working towards, a professional qualification in social work or child care practice</li> </ul>		Application Form Certificates
SKILLS AND ABILITIES	<ul style="list-style-type: none"> <li>• Ability to relate to teachers, other professionals, parents and students</li> <li>• Ability to work as a member of a team (e.g. within a multi-disciplinary setting) and work on their own initiative</li> <li>• Commitment to school improvement and raising achievement for all students</li> <li>• Ability to remain positive, enthusiastic and meet deadlines when working under pressure</li> <li>• Ability to work effectively in changing environments</li> <li>• Excellent organisational and communication skills</li> <li>• IT skills to generate appropriate reports to fulfil the needs of the role</li> <li>• Ability to interpret and present data to support decisions / recommendations</li> <li>• Ability to find solutions to complex problems</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours; and</li> <li>• Attitudes to use of authority and maintaining discipline</li> </ul>		Application Form Interview Test

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EXPERIENCE	<ul style="list-style-type: none"> <li>• Minimum of 3 years' experience in a school environment</li> <li>• Ability to present information to a variety of audiences</li> <li>• Positive record of dealing with challenging and difficult young people</li> <li>• Ideally experience of multi-agency working</li> </ul>		Application Form Interview
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> <li>• Understanding of education provision in order to be able to access for young people as applicable</li> <li>• Understanding of issues relating to adolescent wellbeing and national, regional and local educational services and strategies</li> </ul>		Application Form Interview Test
OTHER REQUIREMENTS	<ul style="list-style-type: none"> <li>• A professional role model who is committed to their own professional development and to developing others</li> <li>• Committed to and able to promote the aims of the school and the values of the Trust: Learners First, It's about Learning, No Barriers.</li> <li>• Values diversity and the unique contribution that every individual makes to the learning community</li> <li>• Demonstrates professionalism, loyalty and integrity</li> <li>• Able to work flexibly, and to attend meetings and INSET days as required</li> <li>• Evident enjoyment of working with young people and families and empathy in relation to their needs</li> <li>• Willingness to undertake training as required</li> <li>• Patience, tact, persuasive skills and determination to see project through to a conclusion</li> <li>• Excellent attendance and punctuality in line with schools' policies</li> <li>• Motivation to work with children and young people</li> </ul>		Application Form Interview



## How to apply

**Closing date:**

**Friday 10<sup>th</sup> July 2026**

**Interviews:**

**w/c 13 July 2026**

If you wish to find out more about this role and a career within The Futures Trust please contact the Recruitment Team:

**tel: 02477 102134**

To apply for this post, please complete the online application form found at:

**[www.thefuturetrust.org.uk/work-with-us/current-vacancies](http://www.thefuturetrust.org.uk/work-with-us/current-vacancies)**

On application please read the following policies found at:

**[www.thefuturetrust.org.uk/work-with-us/recruitment-pack](http://www.thefuturetrust.org.uk/work-with-us/recruitment-pack)**

- Coundon Court School Safeguarding & Child Protection Policy
- Safer Recruitment Policy
- Suitability Policy
- GDPR Privacy Notice for Applicants



**The Futures Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment.**

The successful candidates for all positions will be subject to an enhanced DBS check and Social Media check.